

Understanding Others – Self Assessment

Taking Self-Assessments

Take the assessments below to evaluate your strengths and opportunities for improvement in understanding the people you are serving, especially those who might have different identities and lived experiences than you do.

Likert Scale: Always, Frequently, Sometimes, Rarely, or Never.

Assessment Questions

	A	F	S	R	N
1. I seek opportunities to learn about the cultural practices in our school community, including staff, families, and students.					
2. I strive to understand how inequity in my school(s) relates to inequities in society.					
3. I strive to be aware of groups that have been historically excluded in our school.					
4. I strive to be aware of groups that have been historically excluded in our district.					
5. I strive to be aware of groups that have been historically excluded in our community.					
6. I perceive culture as an asset and strength.					
7. I actively work to avoid the trap of “knowing what is good” for someone else.					
8. I strive to understand how cultural identity can influence learning and success.					
9. I strive to understand the inequities that exist within my school.					
10. I strive to understand inequities that exist within my district.					
11. I strive to understand the inequities that exist within my community.					
12. I strive to notice the structural barriers that contribute to the exclusion of groups.					
13. I work to build my capacity to effectively lead diverse school communities.					
14. I strive to understand why students are underperforming and/or not taking advantage of existing opportunities.					
15. I strive to implement change that benefits my school(s) underrepresented families.					
16. I worry about my school’s learning community getting distracted by things like race, faith, attire, or hairstyles so I try to remove anything that highlights differences from the school’s environment. (Never is positive.) Reverse score this item.					
17. I strive to understand how inequities impact all students that I serve.					
18. I strive to build relationships with all students and families to create an inclusive learning environment.					

MY SCORE

Always	Frequently	Sometimes	Rarely	Never
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Scoring

Because we are all on this learning journey and can never “arrive,” we strongly encourage you to read the entire **Understanding Others** section from start to finish. However, if you find it more helpful to start with content that aligns to your scores, please see the guidance below.

If most of your answers were “Always” and “Frequently,” the section covering “Community and Family Engagement” is an optimal place to start.

If most of your answers were “Sometimes,” “Rarely” and “Never,” we recommend starting at the beginning of Understanding Others with “Identifying Systemic Barriers.”